



MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE EVERGREEN FIRE PROTECTION DISTRICT OCTOBER 13, 2015

The regular meeting of the Board of Directors of the Evergreen Fire Protection District was held on October 13, 2015 at the Administration/Training Building, 1802 Bergen Parkway, Evergreen, Colorado.

MEETING CALLED TO ORDER Director Kling called the meeting to order at 5:45 pm.

TIME OF REMEMBRANCE AND REFLECTION: The pledge of allegiance was recited and a moment of silence was observed.

ATTENDANCE

DIRECTORS IN ATTENDANCE: George Kling, David Christensen, Mike Gregory, John Anderson, Jeff deDisse

ALSO IN ATTENDANCE: Chris Schleef, John Putt, Dan Hrouda, Jay Griggs, Wayne Hazeldine, Kevin Evens, Bill Cronk, Drew Schneider, Connell O'Brien, Mike Weege, and Carol Hucker. Lloyd See and Stacey Martin joined the meeting at 6:40 pm

APPROVAL OF AGENDA: Accepted as presented.

PUBLIC COMMENT: None

APPROVAL OF MINUTES:

- September 8, 2015 Regular Meeting Minutes: Accepted as presented.
- September 23, 2015 Special Board Meeting Minutes: Accepted as presented.

PRESENTATIONS:

- August 2015 Financial Report: The finances are where they are expected to be at this time of year and are very tight for expenditures for the remainder of 2015. The draft 2016 budget has been prepared and we will be scheduling the budget committee Director deDisse and Director Christensen to meet with each division head. Chief Weege will schedule the meetings. Director Kling charged each board member to study the draft and address their questions to Chief Weege prior to the public budget hearing on November 10th. Director Christensen made a motion to accept and place on file the July 2015 Financial Report; Director Gregory seconded; motion carried.

DIVISION REPORTS:

Administration / HR / IT:

- Welcome Debbie Barbre-Price to the admin office.
- Health insurance is up for renewal and we are getting quotes from other carriers. Evaluating the special district trust/coop. Thank you Bob and John for bringing them to our attention.
- In the wake of the Oregon school shooting, the need for active shooter training and equipment remains prevalent. EFR is awaiting shipment of our protective vests and helmets acquired through a multi-agency grant.
- Scheduling meetings with the budget committee to work on the 2016 budget prior to the November Budget Hearing.
- Thank you Capt. Martin for all your work on the Big Chili Cook-off representing EFR.
- EFR was recognized at the 9/11/2015 EHS football game along with Jefferson County Sheriff's Office. We participated in the coin toss as honorary captains.

Communications:

- Mapping for Automatic Mutual Aid completed for all districts. Mountain Chiefs to review plans.
- Kevin Biegert and Josh DeBell have completed training.
- Jefferson County Sheriff's Office Dispatch is working with us to provide back-up dispatching.
- Dispatcher processing time review program working well.
- The grant for the microwave backhaul and single channel dispatch drive testing has been completed and Pericle has given their report with promising results. Narrowed from 9 tower sites for the microwave system down to just 5 needed. Now they will narrow down the cost of the tower upgrades and put together a frequency coordination plan.

- September Calls: 2323 = 374 calls; 3411 = 401 calls; 911 = 164 calls

Fire Operations:

- Columbine Structure Fire with 25 firefighters on scene and 11 apparatus with help from Elk Creek
- Elk Creek Structure Fires 2 in 2 days close to the district line. We sent engines and tenders.
- 2015 Wildland Deployments had 7 out over the summer from one week to two months.
- Surveys of the officer corp were completed for feedback from the firefighters.
- Academy was down to 12 members but Ted Luke is back and has rejoined academy.
- Ice Rescue meeting with the Parks and Recreation, and Evergreen Metro Water districts, JeffCo Sheriff's, and Denver Mountain Parks. Defined who has jurisdiction over the lake itself. The water is leased by EMD from Denver Mtn. Parks, and then Parks and Rec only monitors the part they lease for skating for ice thickness. Vehicles on the ice needs to be controlled better and the Rec district will not allow closed cab vehicles on the ice and floatation devises must be worn. Some training will now be coordinated. Dredging the main channel out following the flood of 2013 diversion and to correct the effect of flowing water on the thickness of the ice.
- Strategic Planning committee regarding response times will be working next year on improvements of how quickly trucks are on the road.

Fire Prevention:

- Welcome Fire Inspector Dan Hrouda. Brings 30+ years of experience to Prevention section.
- 2015 Health and Safety Day
- Upcoming - Christmas with the Firefighters program, December 12th tentatively.

Emergency Medical Services:

- ICD10 began on October 1st
- Terry Wehnes back on full duty. Thank you for reprogramming the mobile radios while on light duty with the software upgrades.
- Demo of Zoll cardiac monitors as we approach replacement window in 2018.
- Flu shots available now. See one of the medics.
- Kudos to Mike Sivertson and Jodi Walzer for the mini EMS conference they coordinated. This will become an annual event and hope to grow the participation. About 55 attended on Oct. 9th.

Maintenance Division:

- The new tender has been placed into service station #3.
- The Holmatro hydraulic extrication equipment has been inspected and serviced by the regional factory representative. Repairs were minimal suggesting the annual inspection program is valuable.
- The tank on Tender 175 has been relined and returned to service.
- Apex Pavement Solutions completed the seal coating and restriped the lot at station #2.
- The cisterns have been repaired as needed and filled.
- Preparations are underway for the coming winter weather. Tire chains are being inventoried repaired and order as needed. Tires have been replaced on engines 138 & 137. The aerial has received new rear tires while front tire will be installed in October.
- Contract Maintenance will be over \$90,000 in billing for 2015. Above what was anticipated.
- Contract Maintenance: 55.75 hours of labor performed; 92 hours of labor collected

Training/Community Education:

- Annual school visits underway in October. Doug will see about 3,000 kids over the month.

Strategic Planning Implementation:

- Station 1 plan - \$10,000 in the 2016 budget to cover conceptual drawings and designs. An early estimate of new construction came in at \$3M. A committee will be formed to study potential sites and building needs. Directors Gregory and deDisse will serve on this committee.
- Fire OPS – (see attached presentations)
 - Swiftwater Team: Lt. Drew Schneider explained the funding and sustainability needed to keep this team. Since 2013 there have been a record number of high water incidents. Time is the key as the longer the victim is in the cold water the lower the chance of survival. Additional training, equipment and gear are needed to outfit the optimal number of team members. The goal is to have 12 members trained and gear available. Budget of \$3,000/year expected.
 - Recruitment and Retention: Capt. Stacey Martin explained the goal of keeping the number of volunteers stable with the demographics changing in our community in an aging population.

Advertising, word of mouth, special events, social media are all used in recruiting. There are other options such as open houses or membership drives. Anticipated cost of recruiting is \$5,000. The goal for retention for is 7 to 10 years and accomplished by building mentoring and family involvement. Anticipated cost \$8,750. Total ~\$14,000. Typically the new recruits have been in Evergreen less than 2 years. There are many who join then leave academy in the first few weeks as they discover the impact on their personal lives and how much time it takes to study between classes. We need to rework the exit interview to capture this data.

- Investigations: Capt. Kevin Evens discussed the fire investigations level of commitment and training required for this skill. At present there are only four on the department with the level of certification required to conduct fire investigations for EFR and several assistant investigators. Several are approaching retirement from the department. The recommendation is that the fire prevention staff would work with the EVFD investigators for the next few years until the investigators retire at which time the investigations would be taken over by the Prevention team. It will be important to continue to educate the firefighters on basic investigations to keep them engaged and to minimize time requirements and impact. There is no anticipated expense at this time. Director deDisse commented that this was a paid position previously. Chief Weege noted that the Fire Prevention section is preparing for this need and that it should not increase the financial burden of the district. Fire Inspector Dan Hrouda is already certified for fire investigations and instruction. As this transition occurs over the next few years we will continue to offer appropriate training to the volunteers in basic investigations and recognition of when to call in a formal investigator and to continue volunteer involvement in the investigations. Director Gregory commended Chris Schlee and Kevin Evens for their hard work and dedication to learning the necessary skills for the investigations team.

Regionalization Update:

- Funding of JeffCom continues to be discussed with a request by the Governance Committee for the 911 Authority Board to consider increasing the dollar amount they are committing to JeffCom annually. The JCECA budget retreat will be held at EFR on Oct. 15th. The JeffCom director is working on an org chart which will make it easier to begin attaching pay rates for a more accurate determination of expenses for budget projections.

Public News / Announcements:

- October 20th at 6:30 pm Evergreen Pathfinders will honor local fire and law service members at the Lake house.

OCTOBER BOARD MEETING TOPICS:

Topic	Initiated	Scheduled/ Completed	Recommendations / Actions
Energy Audit	April-14	Sept-15	Update on-going project
Revise Chiefs Review Process	Jun-15	Mar-16	
Budget Committee	Feb-15	TBD	Update quarterly with Financial report from Pinnacle

BOARD COMMITTEE REPORTS: (Lists and members 2015-2016)

Director Kling requested that we include a category in the future for committee reports to make sure the entire board is being kept up to date on the progress and efforts of these committees as well as who is on each committee.

UNFINISHED BUSINESS:

- IGA – Shared Coverage: this is still forthcoming. An update will be provided in November.

NEW BUSINESS: None

BOARD MEMBER COMMENTS:

Director deDisse: Holding wildland weekend early in academy is very successful for team building. A great improvement in teamwork and confidence was noted over the two day training.

Director Christensen: Hiking and met a woman on a trail who had been against the training building when constructed in 2013. This is the only comment he has heard that was opposed to the construction since it was completed.

Director Kling: Thank you for the presentations, Jay nice job presenting them this way by the teams, very informative in this different process of presenting the strategic plan.

Director Gregory: Thank you Stacey and the volunteers for your work on Big Chili and to Doug, Frank and all the volunteers for the work on Safety Day.

Director Anderson: Thank you to the presenters for the information on the different teams and for the justification and funding. Well done, greatly appreciated. Welcome Dan as the new fire source and cause investigator.

EXECUTIVE SESSION: Director Kling made a motion under Colorado Statute CRS 24-6-402(4)(f) for the continuation of discussion of personnel matters involving the annual performance review of the Fire Chief. Seconded by Director Christensen; motion carried. The meeting went into executive session at 8:03 pm. The Executive session began at 8:06 pm. Director deDisse made a motion to end the executive session; seconded by Director Christensen. The meeting returned to public session at 8:38 pm.

MEETING ADJOURNED: Director deDisse made a motion to adjourn the meeting; seconded by Director Christensen; motion carried. The meeting adjourned at 8:39 pm.

NEXT MEETING DATES:

Volunteer Pension Board Meeting Tuesday, November 10, 2015 at 5:00 pm in Training Rooms A & B.
Regular District Board Meeting Tuesday, November 10, 2015 at 5:30 pm in Training Rooms A & B
401a Pension Board Meeting November 17, 2015 at 5:30 pm in Training Rooms A & B

Respectively Submitted,
Carol Hucker
Recording Secretary

EVERGREEN FIRE RESCUE SWIFTWATER RESCUE (SRT) TEAM

Justification

Evergreen Fire Protection District has a major drainage (Bear Creek) that has significant flows annually right down the middle of the district along with a number of other minor drainages with variable flows depending on amounts of local precipitation.

Standard issued firefighter bunker gear and water do not mix. Bunkers that become wet, pose an extreme risk to firefighters around deep and/or moving water.

Calls that involve swift water are life and death situations, of which the fate of individuals is decided in minutes. Statistically 0 to 5 minutes in the water only has a 10% mortality rate, whereas 5 to 10 minutes has a 56% mortality rate, and greater than 25 minutes has a 100% mortality rate based on a King County study. Time is the critical factor.

In the event of any emergency that warrants fire department intervention, without properly trained personnel, either rescuers wait 30 or more minutes for a West Metro Fire Department Response, or we put our personnel at risk trying to affect a rescue with improper gear or inadequate training.

In the last 3 years, the district has experienced some of the worst flooding in recorded history.

- September 2013 - Regional flooding, with Evergreen seeing a 10-year storm event, effectively severing the district in half, shutting down north-south travel for a time.
- July 2014 - Multiple microbursts in July resulted in heavy damage to the Forest Estates and Brook Forest subdivisions all the way down Brook Forest Road.
- May 2015 - Heavy rains resulted in further flooding many District drainages including Turkey Creek, Cub Creek, Bear Creek, Bergen Creek, of which all experienced further infrastructure damage.

Requests for swift water responses are increasing not only in our district, but in our surrounding districts, where Evergreen Fire Rescue provides primary mutual aid including Clear Creek Fire Authority, Foothills Fire, and Indian Hills Fire.

Call Volume

- In District
 - Total water rescue calls 2012 - 2015 - 5

- 1.67 / year
- Neighbouring Districts Mutual Aid
 - Total swiftwater rescue calls 2012 - 2015 - 5
 - 1.67 / year
 - 2015 calls - 1 swiftwater call for clear creek and 3 for Foothills

Evergreen Fire also provides lake rescue and ice rescue, both of which could potentially involve moving water, so it is only logical, that the Evergreen Fire Rescue Water Rescue Team be trained in all aspects of water rescue, as they have been since 2004.

Plan

There are two aspects to maintaining the water rescue program - Training and Equipment. We need a few high level trained individuals that have the depth of understanding to operationally run a complex water rescue scene. We need a core group of intermediate trained individuals that have been trained and understand the hazards with entering the hot zone (moving water) to effect a rescue. Lastly, we need to have all active members trained at a base level of awareness (similar to hazmat, fire, wildland, medical) to understand personal safety and how to assist in the rescuer roles that are shore based, but operate in the warm zone (zone adjacent to the water's edge).

- Current Team:
 - 9 members trained as Swiftwater Rescue I (Operations Level)
 - 1 members trained as Swiftwater Rescue II (Advanced Level)
 - 2 members trained as Swiftwater Rescue Technicians (Technician Level)
- Training Objectives:
 - Maintain 12 EFR members trained to at least "Swiftwater Rescue Technician Unit 1"
 - Training to be provided by a Certified Instructor by one of the Recognized Organizations listed below
 - These individuals are then to provide internal department training/awareness for all other EFR members
- Long Term Objectives:
 - Any EFR member involved in a water rescue is to maintain "Awareness Level" training (*complete an Awareness Level Course, in-house or at an outside training facility*)
 - 12 members are to maintain "Operations Level" training (*complete an Operations: Swiftwater First Responder Course and Technical Rope Rescue: Operations*)

Level Course or their equivalents at an outside training facility by a Certified Instructor of a Recognized Organization)

- 4 to 6 EVFD members are to maintain "Technician Level" training (*Through Rescue 3, each member to complete the Swiftwater Rescue Technician Unit 1 Course™, Technical Rope Rescue: Technician Level Course, and Swiftwater Rescue Technician Advanced Course, at an outside training facility by a Certified Instructor of a Recognized Organization)*)

Sustainability

- Annual in-house Awareness refresher training provided for all members
- Biennial refresher training required for in-water assignment with specific tasks to be demonstrated (*in-house or at an outside training facility*)
- Recertification with outside organization every 3 years as required to maintain certification level
- Allow use of personal gear provided it meets EFR and Coast Guard standards
- Semi-annual gear check, inspection and repair at beginning and end of season
- Gear issued and kept in POV during swift water season (or as desired for flat water or ice rescue calls)
- Required Personal Equipment for each rescuer (similar sized rescuers could share gear during the growth phase, but the use is mutual exclusive)
 - Full drysuit (wetsuits may optionally be used, but not preferred)
 - Fleece or other insulation layer
 - Helmet
 - USCG Type III or V approved lifejacket (PFD)
 - Knife
 - Whistle
 - Water booties
 - Throw bag
 - Gloves
 - Headlamp
 - 3 - Locking Carabiners
- Optional Equipment - while swiftwater rescue generally does not require swimming, there are circumstances that require river access, and having the training and appropriate equipment is essential
 - Fins
 - Rescue/Swim board
 - Elbow & Knee pads
- Required Department Gear
 - Shore support bags at key stations consisting of PFDs, helmets, and throw bags
- Annual Budget Estimate to maintain required training & gear: \$3,000

- \$900 - approx. cost for two Swift Water Rescue I attendees or one "Technician Level" attendee (Advanced course and technical ropes course)
- \$1800 - approx. cost for 1 complete set of required gear.
- \$300 - Minor gear repair and/or replacement
- The expectation is that this total cost allows for normal suit maintenance, replacement of lost or damaged equipment, and a new suit each year for the team (based on a 12-year suit life expectancy).
- Maintain working relationships with adjacent agencies that could provide extra or necessary gear when in need including Clear Creek Fire, and local rafting companies

References

NFPA (National Fire Protection Association) Criteria

- As of November 1998, the NFPA adopted *NFPA 1670 Standard on Operations and Training for Technical Rescue Incidents*, which addresses water and rope training. This standard impacts nearly all agency and department rescue capabilities. The intent of this standard is to establish general guidelines for the agency having jurisdiction (AHJ) in assessing hazards, identifying levels of operational capabilities, and establishing training documentation and response guidelines. The *NFPA 1006 Standard* establishes the NFPA 1670 general job performance requirements for a rescue technician, as well as specific job performance requirements for special rescue operations that include surface water and rope rescue.
- Once certification has been obtained, there are currently no requirements by the NFPA to recertify in water rescue or ice rescue. It is up to the certifying organization and/or agency to set suggested recertification guidelines. The NFPA is drafting documents that will be released in the next 3 to 5 years, which will set standards for training cycles.
- *Current NFPA Qualification Standards at the Water Rescue Technician level*
 - Through Rescue 3, for *NFPA 1670*, this involves completing three courses: Swiftwater Rescue Technician Unit 1™, Technical Rope Rescue: Technician Level, and Swiftwater Rescue Technician Advanced
 - For the *NFPA 1006 Standard*, all three courses must be completed, plus the student must complete a Task Book containing performance objectives as well as attend and be successfully evaluated through the *Professional Qualification Workshop: Rope*, or *Professional Qualification Workshop: Water and Rope*.

Two Recognized Training Organizations

- Rescue 3 International (<http://www.rescue3.com>) – Internationally known organization
- International Dive Rescue (<http://www.diverescueintl.com>) – National organization, strongest recognition in Colorado

Rescue 3

- Company was started in 1977; headquartered in Elk Grove, CA; started SRT training in 1981, training program was revised in 1999 to meet NFPA standards
- Leader in surface water rescue training
- First course in series toward obtaining Technician Level certification: "Swiftwater Rescue Technician Unit 1™"
 - Curriculum - *This class is an intensive three-day, 24- to 30-hour class. It has one day of classroom instruction followed by two days of developing and practicing water rescue skills. The initial emphasis is on developing self-rescue skills. Other objectives include an in-depth look at such subjects as: understanding water dynamics, handling hazards and obstacles, using basic rescue equipment, setting up technical rope systems, controlling in-water contact rescues, and much more. This class initially covers personal protective equipment and drown-proofing. Other objectives are hazard recognition, site management, shore-based and wading rescue techniques, throw line skills, simple boat based techniques, and higher risk tethered swimming techniques. Students are trained in hazard recognition, equipment use and techniques necessary to conduct basic shore and boat based rescue.*
 - Certification – After completion of *Swiftwater Rescue Technician Unit 1™*, certified personnel are eligible to take additional courses to attain Technician Level certification. They may also participate in higher risk technical rescues under the supervisions of Technician level rescuers. Information from this course is applicable to anyone confronted with potential water rescue, as well as, the possibility of self-rescue.
- Recertification is required every three years

Dive Rescue International

- Company was started in 1977; headquartered in Fort Collins, CO; started SRT training in 1978; SRT training program revamped 2000
- All training oriented to rescue personnel associated with specific agency
- Primary emphasis was originally on dive rescue, but includes all types of water rescue
- First course Swiftwater Rescue - Technical Series
- Curriculum - *This program will teach students how to organize and manage a safe swiftwater rescue operation properly. Comprehensive scenarios put students in the water using the proper equipment and techniques. Program topics include hydrology and dynamics of moving water, preplanning operations, rope tactics, survival techniques, locating hidden obstructions, use of inflatable boats, operating near low-head dams, and swiftwater search techniques*
- Certification – Although the course curriculum has been designed to meet current NFPA standards, no Technician Level certification is obtainable
- Recertification for each course is offered, but not required
- Awareness Level courses are not offered. Dive Rescue International strongly encourages active trainees to pursue Instructor Level Courses

The key to continuing to support and provide top notch service to the Evergreen community lies with the volunteers of Evergreen Fire/Rescue (EFR). It is vital to the organization to recruit new firefighters while retaining the current members to maintain the neighborhood response model. As the other volunteer fire departments across the country have seen a drop in numbers and struggle with recruitment and retention, Evergreen Fire/Rescue has been successful. However, as the demographics in the district change, this could be at risk. Proactive actions to build and maintain the pipeline should allow EFR to continue to be effective in the future.

In order to be mindful of budget considerations, there should be a partnership between the district and the volunteer organization in the area of recruitment and retention. The approximate dollar amounts are based on a per year basis and should have an equal split. To ensure this is supported, the vice president of the volunteer board and an officer will lead the efforts in these two areas. Potentially, because of the importance of recruiting and retaining members, a paid administration position could be created. This position could also handle the duties of the public information officer and community education.

Recruitment:

The goal of recruitment: To have approximately 20-30 applications per recruitment period to support the retirement members.

Success of program: Number of applications that convert into new probationary members per recruitment period.

Cost: Approximately \$5000.

1. A target direct mailer (postcard type) to specific areas in the Evergreen Fire Protection District based on coverage needs. The theme of each mailer will be focused on the importance of the neighborhood response, giving back to the community and how they can become a volunteer.
 - a. Approximate cost of \$1500 for postcard and postage.
2. Hire a graphic designer every five years to help create a sophisticated "package" to distribute to potential candidates. Package to include a video, direct mailer, brochure, application, small fliers/business cards for easy distribution, etc. The theme of the materials will be focused on the importance of the neighborhood response, giving back to the community and how they can become a volunteer. It should highlight and showcase current members, retention items and incentives.
 - a. Approximate cost of \$2500.
3. Continue to utilize social media and word-of-mouth opportunities to promote the program. Develop a timeline to ensure recruitment is occurring year round and utilize members of the department to support these efforts.
 - a. Twitter, Facebook, etc. (set up a schedule for posts/tweets for each month)
 - b. Presentations to PTAs, Rotary, Chambers, etc.
 - c. Set up an information table at local events and key locations like Recreation Center
4. Develop a dedicated and monitored email address to field questions and receive applications on a year round base.

5. Continue to participate in national campaigns and databases that help recruit volunteers.
6. Host an open house in the spring dedicated to recruiting effort. Timing should coincide with the academy schedule to do a bit of "show and tell" of what being a volunteer involves, try on the gear, climb on trucks, etc. This should be on a Saturday with refreshments.
 - a. Approximate cost of \$500.
7. Set up a more robust page on the website and have a dedicated "ad" running on the page for recruiting.
8. Misc. ideas and promotional materials.
 - a. Approximate cost of \$500.

Retention:

The goal of retention: Retain members for approximately seven to ten years.

Success of program: Number firefighters who stay beyond the one to three year mark.

Cost: Approximately \$8750.

1. Evaluate the exit survey information and data on a quarterly basis and request interviews with HR to determine metrics or an underlying issue. If HR team notes a trend or an issue, to work directly with the vice president of the volunteer board and the dedicated officer to develop a plan to try to eliminate the issue and/or mitigate the problem.
2. Work on ways to incorporate the community and families into EFR. This could be done by creating an auxiliary group to help with some of the softer needs of the department during an emergency but allows EFR to have additional champions in the community. To build this group, begin hosting quarterly dinners at the firehouse. This could use as a way to meet/greet potential candidates.
 - a. Approximate cost of \$2500.
3. Develop a more comprehensive mentoring program to integrate the rookie members/current academy probationary firefighters into the department while connecting to those current members who have been with EFR for three or more years.
 - a. Utilize the "chain-of-command" for the mentor with each of the lieutenants/captains with a "squad" of firefighters to be available for questions, issues, additional training requests. This should include getting to know the firefighters and their families; create an outline of things to discuss for the mentor/mentee ie. call etiquette; where you find gloves on the bus for a medical; here's what you should do for a CO alarm at 2am, here's how to handle a smoke check, etc.

4. **Develop an award and recognition system to celebrate and honor those who have gone above and beyond on calls, public programming. Also include the support of the family in the recognition.**
 - a. **Approximate cost of \$1500.**

5. **Develop a letter to send to the employers of each member on yearly basis. This letter would acknowledge the dedication and commitment of their employee and to thank the employer for supporting the volunteer's commitment.**
 - a. **Approximate cost of \$250.**

6. **Develop an information sheet to distribute on a yearly basis that promotes the additional benefits to being a volunteer firefighter including the pension program and opportunities in the community.**
 - a. **This information sheet should help members understand the pension program, what it takes to be eligible for it and highlight the potential of being a volunteer for ten plus years.**
 - b. **This information sheet should showcase the additional opportunities and businesses in the community that support the volunteers like RTD bus pass, free membership at the Rec Center, discount at ChowDown, etc.**

7. **Develop a comprehensive health and wellness program.**
 - a. **This should include a membership at the EPRD Recreational Centers and information sessions.**
 - b. **Approximate cost of \$4500.**

Chief Griggs,

Evergreen Volunteer Fire Department has a long history of doing our own fire investigations. But the time has come to address the growing problem in the volunteer fire department organization of not having staff to do the special teams operations. Fire investigations are one of those areas. Fire investigations requires years of commitment, education and field experience, it cannot just be read out of a book. You need to have hands on experience digging out fire scenes, attending classes and understanding the law. You also have to know your limitations and when to get assistance for the investigation.

We have tried for years to get more people involved in investigations. We have sent people to classes and invited them to help on fire scenes. We have set up in house trainings to entice firefighters, but most of the people lose interest when they learn how much time in involved.

The Evergreen Fire Investigation team currently consists of 4 investigators and several assistants. Most of the investigators are at or near retiring in the future. We have no one capable to move up and continue this from the volunteer side. Therefore it is our recommendation that Evergreen Fire Protection District include fire investigations under the fire prevention division or directly under the Chief. Doing so would allow paid staff members to manage the division and perform investigations as needed. They would also educate and train the volunteers to be able to perform a basic investigation. The current investigations division has a program in place that has worked well over the past 12 years or so with safety being paramount. We would work with the Chief to get them organized and educated. Keeping the volunteers educated and trained in basic investigations is critical to the success and to minimize the need for afterhours call backs of the investigator. We are estimating that the current team will be available to some level for 2-3 more years.

Thank you

EVFD Fire investigations Team.